

**SCHEDULE FOUR****SELLER'S EMPLOYEE BENEFIT PLANS**

<b>HM Retirement Reserve Plan</b>
<b>HM Retirement Savings Plan - 403(b)</b>
<b>HM Retirement Savings Plan - 401(k)</b>
<b>Execuflex Program for Corporate Officers and Selected Executives, which includes the following:</b>
<b>Not-For Profit Corporations Capital Accumulation Account Plan</b>
<b>For-Profit Corporations Capital Accumulation Account Plan</b>
<b>Supplemental Survivor Accumulation Benefit Plan</b>
<b>Individual Long-Term Disability Plan</b>
<b>Group Long -Term Care Insurance Plan</b>
<b>Disability Salary Continuation Plan</b>
<b>Execuflex Program for Senior Executives, which includes the following:</b>
<b>Not-For Profit Corporations Capital Accumulation Account Plan</b>
<b>For-Profit Corporations Capital Accumulation Account Plan</b>
<b>Supplemental Survivor Insurance Plan</b>
<b>Individual Long-Term Disability Plan</b>
<b>Group Long -Term Care Insurance Plan</b>
<b>Spousal Life Insurance Plan</b>
<b>Disability Salary Continuation Plan</b>
<b>Supplemental Executive Retirement Plan</b>
<b>Exec-U-Care</b>
<b>Executive Deferred Compensation Program (1)</b>
<b>Executive Deferred Compensation Program (2)</b>
<b>For Profit Corporations Executive Deferred Benefit Agreement</b>
<b>For-Profit Extended Deferral Plan</b>
<b>For-Profit Short-Term Deferral Plan</b>
<b>Not-For-Profit Deferred Benefit Plan</b>
<b>Baptist Medical Center Tax Sheltered Annuity Plan</b>
<b>Supplemental Executive Retirement Agreement for Richard W. Brown</b>
<b>Benefit Payments to Wynn Presson</b>
<b>Trust Agreement dated 3/28/69 between Research Hospital and James M Flynn MD</b>
<b>Contribute to the Central Pension Fund of the International Union of Operating Engineers and Participating Employers</b>
<b>HM Care Gold</b>
<b>HM Care Silver</b>
<b>Humana</b>
<b>Freedom Network Select</b>
<b>In-house pharm plan</b>

**SCHEDULE 5.10****RELIGIOUS AND CULTURAL IDENTITY AND TRADITIONS****Research Medical Center:**

Supports the Health Midwest Clinical Pastoral Education ("CPE") Program.

Supports the Ed Bixby Institute for Postgraduate Medical Education (continuing medical education accredited by ACCME). Put on between 200 and 250 of Category 1 CME per year. (This includes 5-7 one-day seminars and about 200 luncheon conferences).

Target Audience: Primary – Physicians; Secondary – RNs and other health care professionals.

William Volker Annual Employee Recognition Banquet

**Baptist Lutheran Medical Center:**

- Fraternal relationship with the Missouri Baptist Convention.
- Prayers at Board and Staff Meetings.
- Adopt-A-Family.
- Memorial Services.
- Sacerdotal Provisions.
- Clergy Liaison with area and local ministers.
- Kosher sensitivities.
- Special Religious Services.
- Clergy Participation on:
  - Medical Ethics Committee.
  - Interdisciplinary Treatment Teams.
  - Institutional Review Boards (IRBs).
- Public Devotions (BLMC).
- Palliative Care Initiatives.

- Prayers at Graduations (e.g., Goppert).
- Employee Achievement Ceremonies.
- Employees Assistance (e.g., ECHO TEAM).
- Foundation Prayers.
- United Way Campaigns.
- Spirituality Groups.
- Representation on KCCOP/KC Hospice Advisory Boards.
- Emergency Preparedness Team.
- Code Blue Responses (Clergy involvement).
- Death/Bereavement/Trauma Interventions – Team.
- Appreciation Services.
- 24-hr/day In-house Chaplain On-Call at RMC/BLMC.
- Pastoral Coverage to all units in Medical Center.
- Bereavement letters.
- In-Service Education.
- Hollinger Scholarship Selection Committee.
- Sunday/Sabbath/Sader, etc., Services.
- New Admit Clergy Visits.
- Employee 5-Star Service Team (quality improvement aimed at employee and patient satisfaction).

Supports the Health Midwest Clinical Pastoral Education ("CPE") Program.

**Independence Regional Health Center:**

A primary religious tradition at IRHC is the relationship with the founding institution, the Community of Christ, and so this hospital has a strong Christian heritage. The one full-time chaplain has been traditionally from that faith group. The other aspect of that relationship which is somewhat unique to this institution is that the chaplaincy utilizes a large number of volunteers to staff the hospital 24 hours per day, seven days per week. These assistant chaplains (approximately 35 total) have come primarily from the Community of Christ, but there has been a concerted effort in the last several years to recruit from other faith groups, and there are several now serving as assistant chaplains.

Spiritual ministry is provided or available to all patients, families, and staff regardless of religious affiliation, and there is an ongoing relationship and daily communication with area clergy of various denominations and their churches. An interfaith worship service is held each Sunday morning in the chapel. So, while the heritage and a majority of the staffing come from one faith group, there is the very intentional effort to provide ministry to all without regard to religious affiliation. Proselytizing is not permitted. Patients are asked at admission as to their religious affiliation so that their spiritual needs may be more appropriately served. At least 15 different Christian denominations/faith groups are usually represented daily in IRHC's patient census, with Baptists comprising the largest number. Occasionally there are patients of Jewish or Islam faith.

Recognizing the relationship of body, mind and spirit, chaplains provide spiritual and emotional support to patients, families and staff at the hospital, and are available 24 hours a day, 7 days a week. The following is a list/summary of services provided by the chaplains at IRHC:

1. Chaplains try to visit each patient each day to provide emotional and spiritual support.
2. Provide support to families during codes, traumas and deaths.
3. Lead groups on mental health units.
4. Provide Sunday chapel worship services and other worship services for units as requested.
5. Provide memorial services for staff and families as requested.
6. Provide pastoral counseling and prayer with staff as requested.
7. Provide inspirational literature and scriptures to patients, families and staff.
8. Participate in interdisciplinary team meetings.
9. Serve on the Ethics Committee and direct review of ethics case referrals.
10. Provide prayer at board meetings, auxiliary/volunteer meetings, and other hospital functions as requested.
11. Provide sacraments for patients, families and staff as requested.
12. Notify area churches of admittance as indicated by patients.
13. Participate in Ministerial Alliance.
14. Provide spiritual and emotional support to patients, families, staff and physicians including the ministries of presence, listening, prayer, pastoral counsel, scriptures, anointing of the sick, education, support groups, and others.
15. Provide inspirational ministry to staff through regular Chaplain's Thoughts.
16. Provide education and support to staff through periodic classes.

- Core Values, established in 1998 as a joint effort by employee representatives and senior management, are the principles that guide IRHC's work and the foundation for creating value for IRHC customers. Trust, Quality, Caring, High Performance, Teamwork, Adaptability. Components include:

- Employee Recognition

- \* 14-Karat Kudos: a thank you from one employee to another
- \* Diamond Awards and Pins: for exhibiting Core Values beyond the call of duty
- \* Platinum Performers: Employees of the Month and Employee of the Year

- Employee Development

- \* Cultured Pearls: Customer Satisfaction Training at the department level
- \* Inclusion of Core Values in performance evaluations

Independence based community wellness programs (either IRHC or MCI) designed for 2003.

- 30 CPR, First Aid, and nutrition for adults, as well as Babysitting, Latch Key education, First Aid, and CPR programs for children
- Exercise opportunities, including Health Line Fitness Center, Mall Walkers Program at Independence Center, and MCI walking track and park
- 6 screenings and health fairs
- 6 community presentations and seminars
- 5 support groups
- E-mail wellness newsletter

IRHC has developed through charitable contributions a community park that includes a memorial garden with paver bricks that honor individuals that donors have identified.

IRHC provides a free meal to each volunteer on the days that they provide services to IRHC.

IRHC holds an annual employee service recognition dinner to honor achievement of service in increments of five (5) years.

### **Medical Center of Independence:**

Recognizing the relationship of body, mind and spirit, chaplains provide spiritual and emotional support to patients, families and staff at the hospital, and are available 24 hours a day, 7 days a week. The following is a list/summary of services provided by the chaplains at MCI:

1. Chaplains try to visit each patient each day to provide emotional and spiritual support.
2. Provide support to families during codes, traumas and deaths.
3. Provide memorial services for staff and families as requested.

4. Provide pastoral counseling and prayer with staff as requested.
5. Provide inspirational literature and scriptures to patients, families and staff.
6. Participate in interdisciplinary team meetings.
7. Serve on the Ethics Committee and direct review of ethics case referrals.
8. Provide prayer at board meetings, auxiliary/volunteer meetings, and other hospital functions as requested.
9. Provide sacraments for patients, families and staff as requested.
10. Notify area churches of admittance as indicated by patients.
11. Participate in Ministerial Alliance.
12. Provide spiritual and emotional support to patients, families, staff and physicians including the ministries of presence, listening, prayer, pastoral counsel, scriptures, anointing of the sick, education, support groups, and others.
13. Provide inspirational ministry to staff through regular Chaplain's Thoughts.
14. Provide education and support to staff through periodic classes.

#### MCI Community Education/Screening Programs and Cultural Traditions

- MCI walking track and park on campus for community use
- Annual employee recognition banquet
- Free flu shots for employees and volunteers
- Volunteer sponsored Mall Walkers program at Independence center
- Stroke Support groups
- Care Giver support groups
- Free meals in Hospital Cafeteria for volunteers for each shift they work.
- HER Programs (educational programs presented by HM HER program)
- CPR Classes: Adult; Pediatric; and For Kids
- Core Values, established in 1998 as a joint effort by employee representatives and senior management, are the principles that guide MCI's work and the foundation for creating value for MCI customers. Trust, Quality, Caring, High Performance, Teamwork, Adaptability. Components include:
  - Employee Recognition
    - \* 14-Karat Kudos: a thank you from one employee to another
    - \* Diamond Awards and Pins: for exhibiting Core Values beyond the call of duty
    - \* Platinum Performers: Employees of the Month and Employee of the Year
  - Employee Development
    - \* Cultured Pearls: Customer Satisfaction Training at the department level
    - \* Inclusion of Core Values in performance evaluations

- See IRHC section of this Schedule 5.10 for a description of Independence based community wellness programs designed for 2003.

**Menorah Medical Center:**

- ◆ Observance of all major Jewish Holidays\* by serving traditional meals to patients who request them (e.g., Seder Luncheons, etc.).
- ◆ Observance of Shabbat (Friday night meals including candles and Challah bread).
- ◆ Annual fall Tradition Keeper's program, honoring various aspects of the Menorah heritage, as well as the continuation of the Tradition Keeper's committee, which will provide oversight to holiday meals and events.
- ◆ Maintenance of memorials and dedications, wall plaques, pictures, etc.
- ◆ Maintenance of the Sophia Goodman Chapel  
Torah, Memorial Book, etc.
- ◆ Preservation of all indoor and outdoor plaques, photos, dedicated benches, paver bricks, etc.
- ◆ Maintenance of the Kosher kitchen and provision of Kosher meals for patients and events.
- ◆ Annual Nursing Recognition Awards:
  - Dr. Daniel & Doris Aks Memorial Nursing Award & symposium (February)  
One RN from FBC - \$2,500 Award
  - Allen & Gloria Block Foundation Merit Award for Radiology (February)  
One RN, Tech, or staff member from Radiology - \$1,000 Award
  - Marilyn J Jacobs Memorial Nursing Award (March)  
One RN, preferable from Oncology - \$1,000 Award
  - Joseph & Alice Koffman Award for Excellence in Cardiac Nursing (August)  
One RN from Telemetry Unit, \$1,000 Award
  - Carol Levin Surgical Services Nursing Award (November)  
One RN from Surgical Services Department - \$1,000 Award
  - Helen Van Raalte & Morris E. Dreyfus Memorial Nursing Award (November)  
Two RN's hospital-wide, \$1,000 Award - Each

- I.J. & Marian Mnookin Critical Care Nursing Award (December)  
One RN from ICU - \$1,000 Award
- ◆ Maintenance and improvement of the Menorah Historical Exhibit (on the second floor of the MOB) and the Tradition Keeper's Kiosk display (in Entry A).
- ◆ The Circle of Healing Prayer Booklet – Provided to all patients, visitors, rabbis and chaplains.
- ◆ Continuation of the pastoral care program and chaplaincy.
- ◆ Continuation of community chaplaincy program.
- ◆ Maintenance of all gardens, including annual plantings, fountain maintenance, and plaque preservation.
- ◆ Sponsorship of annual Jewish community events, dinners and activities.

Supports the Health Midwest Clinical Pastoral Education ("CPE") Program.

#### \*Calendar of Jewish Holidays

Hanukah (*Festival of Lights*) Nov. 29th - Dec. 7th, 2002

Eight day Holiday with emphasis on food cooked in oil.

Expected food items would include potato pancakes, latke, and jelly filled donuts.

Purim (*Feast of Lots*) March 17th & 18th, 2003

Expected food items would be triangle shaped cookies filled with prunes or strawberry jelly.

Passover (*Holy Days*) April 17th - 18th and April 23rd - 24th, 2003

Eight day celebration with the first two days and the last two days being holy days.

Expected food item would be matzah (unleavened bread).

Rosh Hashanah (*Jewish New Year*) Sat., Sept. 27th & Sun., Sept. 28th, 2003

Expected food items are Apples and Honey.

Yom Kippur (*Day of Atonement*) Mon., October 6, 2003

Fasting Holiday. Patients are allowed to eat.

No specific or required food items.

Sukkot (*Feast of Tabernacles*) Sat., Oct. 11th & 12th, 2003

No specific or required food items.

Shemini Atzaret (*The 8th Day of Assembly*) Sat. Oct. 18, 2003

No specific or required food items.

Simchat Torah (*The Rejoicing in the Law*) Sun. Oct. 19, 2003  
No specific or required food items.

Yom Hashoah (*Holocaust Day*) April 29, 2003  
No specific or required food items.

Shavuot (*Feast of Weeks*) June 6th & 7th, 2003  
Expected food items are popular dairy dishes such as quiche and cheese blitz.  
No specific items.  
Any dairy dishes.

MMC Cultural/Community Traditions

- Business School Partnership with Blue Valley School District
- Annual Support of Health Partnership Clinic Indigent Care Program of Johnson County
- Annual Employee Service Recognition Dinner
  - Employee of the Month Program
  - Star Employee Program
  - Employee Activity Committee
  - Employee Appreciation Days
- WIN Program – Employee Assistance Fund
- National Hospital Week
- National Nurses Week
- Other Recognized Weeks
- Holiday events such as Employee Holiday Reception
- United Way events
- Blood Drives
- EMS Week Activities
- B.E.S.T. Program/Clinic – with Auxiliary
- E.A.R.S. (Early Auditory Response Screening) Program – with Auxiliary
- Ribbons for Life Activity – with Auxiliary

**Overland Park Regional Medical Center:**

Supports the Health Midwest Clinical Pastoral Education ("CPE") Program.

OPRMC Cultural/Community Traditions

- Annual Support of Health Partnership Clinic Indigent Care Program of Johnson County
- Annual Employee Service Recognition Dinner
  - Employee of the Month Program
  - Star Employee Program
  - Employee Activity Committee
  - Employee Appreciation Days
- WIN Program – Employee Assistance Fund
- NICU Reunion
- National Hospital Week
- National Nurses Week
- Other Recognized Weeks
- Holiday events such as:  
Breakfast with Santa; and  
Employee Holiday Reception
- United Way events
- Blood Drives
- Organ & Tissue Donor Memorial Ceremony
- EMS Week Activities
- Ribbons for Life Activity

**Lee's Summit Hospital:**

- Community wellness where LSH provides health education classes/screenings during the year (e.g., "Health Connection", described below).
- Local School District Relationships such as Partners in Education, Kids in Hospital and the Career Shadowing program with the R-7 Summit Technology Program.

- Supports several Foundation Fundraiser events, such as the Annual Golf Tournament and the Taste of Lee's Summit.
- Annual Volunteer Recognition Luncheon.
- Annual Employee Recognition Dinner.
- National Hospital Week activities.
- Support an Annual Employee United Way Fund Drive.
- Staff Activity Committee.
- Health Connection, Lee's Summit Hospital's community wellness program in its 17th year, delivered 218 programs to nearly 7,000 people in 2001:
  - 125 CPR, First Aid, nutrition, and exercise for adults as well as Babysitting, Latch-Key education, cooking, First Aid, and CPR programs for children.
  - 11 screenings and health fairs.
  - 21 community presentations, seminars, support groups.
  - Business Health Connection provides services to over 30 employers, including flu shots, TB tests, CPR, First Aid classes, and a quarterly health newsletter.
  - Sponsors Night Flight 5K, the Kansas City area's only night-time race in its 22nd year.
  - Facilitates Kids In Hospital, 5 days of tours for 1,500 second graders and 250 teachers and parents.
  - Serves as the local American Heart Association Training Center for Basic Life Support and First Aid for the R-7 School District nurses, Lee's Summit Fire Department, Grandview Fire Department, and John Knox Village EMS.
- Core Values, established in 1998 as a joint effort by employee representatives and senior management, are the principles that guide LSH's work and the foundation for creating value for LSH customers. Trust, Quality, Caring, High Performance, Teamwork, Adaptability. Components include:

- Employee Recognition

- \* 14-Karat Kudos: a thank you from one employee to another
- \* Diamond Awards and Pins: for exhibiting Core Values beyond the call of duty
- \* Platinum Performers: Employees of the Month and Employee of the Year

- Employee Development

- \* Cultured Pearls: Customer Satisfaction Training at the department level
- \* Inclusion of Core Values in performance evaluations

LSH has a part-time ( 8 hours per week) Chaplain who does daily rounds on inpatients, and carries a pager to respond to patient/family emergencies.

#### **Research Belton Hospital:**

Supports the Health Midwest Clinical Pastoral Education ("CPE") Program.

Supports the Ed Bixby Institute for Postgraduate Medical Education (continuing medical education accredited by ACCME). Put on between 200 and 250 of Category 1 CME per year. (This includes 5-7 one-day seminars and about 200 luncheon conferences).

Target Audience: Primary – Physicians; Secondary – RNs and other health care professionals.

William Volker Annual Employee Recognition Banquet

#### **Lafayette Regional Health Center:**

- 1) LRHC maintains a presence within Lafayette County's community centers through utilization of a part time nurse for purposes of health screening and health education activities. These activities are part of a broader effort through its Area Agency on Aging and the Lafayette County Health Department.
- 2) LRHC maintains a presence at area health fairs and seasonal community celebrations for purposes of health screening and health education.
- 3) LRHC hosts health screening events at its facility on a periodic basis, generally organized through Health Midwest.
- 4) LRHC maintains a close working relationship with the Lafayette County Cancer Coalition for cancer-related screenings. Currently, LRHC is working collaboratively with this group to promote and perform screening mammography within the uninsured population of Lafayette County.

- 5) LRHC maintains a close working relationship with the Lafayette County chapters of the American Heart Association and the American Cancer Society to promote and support their activities within its county.
- 6) LRHC supports the Lafayette County Women & Heart group to provide educational and screening activities within its county.
- 7) LRHC provides staffing and other support for the Community Partnership Health Foundation of Lafayette County (an LRHC-affiliated foundation), which promotes and supports scholarship funding for students seeking education in a health profession.
- 8) LRHC supports area schools by providing education and health promotion activities directly within the schools and by supporting supervised exposure to health careers within its hospital.
- 9) LRHC maintains clinical affiliation agreements and support with several area health occupations programs.
- 10) Through its rural health clinics, LRHC supports the provision of school sports physicals for students within Lafayette County schools.
- 11) LRHC supports a very active volunteer/auxiliary group who support its mission in many ways, including operation of its hospital gift shop.
- 12) LRHC supports employee recognition through its Employee of the Month/Year program, its Shining Star program, and its annual Employee Recognition Holiday celebration.
- 13) LRHC maintains close relationships with its area Chambers of Commerce, civic groups, and services organizations.

**Allen County Hospital:**

- 1) HOME HEALTH PROGRAMS – includes Public Speaking related to Home Health/Hospice, Social Services, Home Health Aide, Home Health Volunteers, Home Health Memorial Fund (which goes into the Hospital Foundation) and Promotional Visits (to assess eligibility).
- 2) HOSPICE PROGRAMS – includes Social Services, Home Health Aide, Hospice Volunteers, Hospice Memorial Fund (which goes into the Hospital Foundation), Grief Support Group (daytime and evening), Hospice volunteer training, Chaplain volunteers, Chaplain volunteer training, Bereavement program (follow families of Hospice patients for one year after death of patient) and Promotional Visits (to assess eligibility).

3) LIFELINE PROGRAM

- a. Lifeline Coordinator
- b. Lifeline volunteers
- c. Lifeline volunteer training

4) COMMUNITY HEALTH FAIR - annual health fair for community and surrounding areas. Three to four sites are sponsored all on one day. This year, a total of approximately 550 people were seen. Screenings for sight, hearing, heart, colon, dermatology, mammography, bone density, stroke, blood draw, blood pressure, for example, are done at health fair.

5) THE PULSE - monthly newsletter

6) EDUCATIONAL TOURS FOR AREA STUDENTS - also, Career day and special programs with area grade schools, high schools and Allen County Community College.

7) Personnel, space and supplies support for HOSPITAL AUXILIARY

9) RED CROSS VOLUNTEERS

10) JUNIOR VOLUNTEERS - summer program for youths ages 13-18 to volunteer their time in all various areas of the hospital, from administration to nursing to radiology to hospitality.

11) Personnel, space and supplies support for ALLEN COUNTY HOSPITAL FOUNDATION

12) Support for CRNA SCHOLARSHIP through the Allen County Hospital Foundation

13) LifePlus WELLNESS PROGRAM -offers immunizations for business and industries as well as a mini-health fair.

14) SMOKING CESSATION CLASSES

15) BEAUTIFICATION PROJECTS (PLANTINGS, ETC.) EXTERNALLY AROUND THE HOSPITAL

16) EMPLOYEE FITNESS ROOM

17) DONATIONS FOR CIVIC CHARITIES - approximately \$2,500 per year including Bowlus Fine Arts Center, Chamber of Commerce, and various golf tournaments.

## 18) EDUCATION:

- a. CPR - both Community and Healthcare providers
- b. CPR for the Girl Scouts
- c. Neonatal Resuscitation
- d. Midwest Organ Bank Training classes
- e. Advanced Cardiac Life Support
- f. Community Prenatal Classes
- g. Community Breastfeeding Classes
- h. Safe sitter babysitting classes
- i. Sponsor of KFMC classes
- j. Perinatal Outreach classes in coordination with Wesley Medical Center
- k. Two-day workshops offered monthly in conjunction with Allen County Community College
- l. Coordination of CNE with Allen County Community College: Monthly CNE 1-hr offering in-house and open to the public. 2002 classes included:
  1. Avoiding Legal Pitfalls in Documentation
  2. Performance Improvement: The Process
  3. Preventing IV complications: IV Site Care
  4. Preventing IV complications: PICC Care
  5. Restraints: Safe Use, Precise Documentation
  6. Sentinel Events: Critical Facts for Nurses
  7. Advanced Directives, POA and Living Will: Sorting Through the Legal Jargon
  8. CVA: Treatment Update
  9. FIM Training
  10. Sentinel Events: Independent Study
  11. Fall Precautions: Independent Study
  12. Nursing Comprehensive Reviews

19) EMPLOYEE RECOGNITION PROGRAM- an Employee of the Quarter is selected by employees for each quarter of the year. Annually, an employee appreciation banquet is sponsored by the Hospital.

20) BIRTHDAY/ANNIVERSARY CARDS for employees

21) EMPLOYEE OF THE MONTH AWARD FOR FINANCE DEPARTMENT

22) ACTIVITIES COMMITTEE EVENTS (these vary each year)

23) PreVent HEALTH SCREENINGS for employees

24) HOLIDAY BREAKFAST FOR EMPLOYEES

25) EMPLOYEE SPECIAL MEETINGS WITH THE CEO

- 26) RANDOM EMPLOYEE APPRECIATION EVENTS, e.g., A-Pizza-ation Day; handing out dilly bars or other treats, etc.
- 27) PRESS GANEY EMPLOYEE AWARDS
- 28) HOLIDAY GIFT PROGRAM
- 29) LOCAL CIVIC ORGANIZATIONS - Presentations regarding career opportunities, etc.
- 30) MAINTAIN A RELATIONSHIP WITH LOCAL COLLEGES FOR CLINICAL STUDIES - Neosho County Community College (Nursing), Ft. Scott Community College (Nursing), Labette County Medical Center ( Respiratory Therapy, Radiology), Wichita State University ( Physician Assistant).
- 31) DESSERT WITH A DOCTOR - Allen County Hospital hosts an area doctor to present an evening program for the community on a given topic.
- 32) MAINTAIN GAZEBO AND MEMORIAL GARDEN WHICH WERE DEDICATED AT THE 50<sup>TH</sup> ANNIVERSARY OF THE HOSPITAL, August, 2002. Also, continue plans for donors to give memorials in the form of bricks in the memorial garden or wall plaques to add to existing wall plaques which are currently displayed in the hospital.
- 33) HOSPICE MEMORIAL CHRISTMAS
- 34) ANNUAL MEMORIAL SERVICE for those who have passed away in the past year who were patients in ACH or Home Health or Hospice

**Research Psychiatric Center:**

- 1) Free Depression Screening. RPC and the other behavioral health programs of Health Midwest have participated in and conducted Free Depression Screenings on a bi-annual basis.
- 2) RPC Winter Gala - Annual dinner and dance for all employees and select medical leadership. Includes service recognition awards.
- 3) Continuing Education Scholarship - "The Alison Zorn Nursing Continuing Education Scholarship".

Pharmacy Card Plan
DMO
Dental PPO
Pre-Tax Savings
Inpatient/Outpatient Services
Basic Life, AD&D
Travel Accident Ins
Supplemental / Dependent Life
Union - Supplemental / Dependent Life
Union - Major Holiday
Union - Personal Holiday
Union - Vacation
Union - Sick Pay
New Directions EAP
Healthy Deliveries
Tuition Reimbursement
Friend-in-need program
Employer Assisted Home Ownership
ConSern Educational Loan Program
Child Development Center
Worker's Compensation
Holiday Certificate Program
PTO/ESL & Excess Vacation and Excess Sick
PTO Buyback Policy
Bereavement Leave
Jury Duty
Leave of Absence
Health Midwest Welfare Benefits Trust
Health Midwest Kansas Employees' Welfare Benefits Trust
Wetzel Clinic, Inc. Health Care Benefit Plan
Wetzel Clinic, Inc. Health Care Benefit Trust
Wetzel Clinic Severance/Retirement Benefit Account Obligations
HM Departmental Consolidation Severance Plan
Severance Guidelines
Incentive Compensation Plan
Retiree Life
AARP Membership fees for certain RMC retirees
Blue Cross Medical Plan for Joint Ventures
Aetna Plan for Joint Ventures
Nuclear Diagnosis, Inc. Medical Plan

**SCHEDULE 9.8**  
**CORE FACILITIES AND OPERATIONS**

Means each of the following Hospitals, together with all of the Purchased Assets that are (x) a part of or required for the operation of such Hospitals consistent with the operation of such Hospitals by Seller and the System Entities (e.g. parking lots and garages) or (y) on or contiguous to the Hospital's campus, included undeveloped land associated with any such Hospital. Medical office buildings associated with, on or contiguous to any Hospital's campus shall be treated as set forth in Section 9.8.

1. Research Medical Center
2. Research Belton Hospital
3. Baptist Lutheran Medical Center
4. Research Psychiatric Center
5. Overland Park Regional Medical Center
6. Menorah Medical Center
7. Independence Regional Health Center
8. Medical Center of Independence
9. Lee's Summit Hospital

**SCHEDULE 9.11**  
**THIRD PARTY CONSENTS**

1. Contracts with Cerner Corporation
2. Contracts with Shared Medical Systems Corporation
3. Contracts with IDX Systems Corporation

**SCHEDULE 12.6(c)****FOUNDATION POST-CLOSING ACTIVITIES**

The activities identified below are qualified by the text set forth in Section 12.6(c) of the Asset Purchase Agreement to which this Schedule is attached.

- 1) Ownership, operation or funding of programs for the provision of charity care to the underserved (i.e., the poor, indigent and uninsured residents of HM's region). This may include the employment of physicians and operation of indigent care clinics (modeled on e.g., K.C. Free Health Clinic, Sam Rogers, Swope Parkway) for the provision of such care.
- 2) Provision of services and programs related to pastoral counseling, pastoral services, and pastoral training and education programs.
- 3) Community outreach services that meet health care needs of the Kansas City, Missouri region (e.g., support for community health screenings; community health education programs, publications; support for vaccination and other disease prevention programs; funding provision of specialty care services to underserved communities such as rural areas or inner city poor areas).
- 4) Support of postgraduate medical education and research.
- 5) Conduct of continuing medical education seminars.
- 6) Support of medical and clinical research programs seeking to develop prevention and/or treatment products and/or services for diseases and conditions (e.g., cancer, various genetic conditions, AIDS/HIV).
- 7) Conduct of or support for transportation services and other programs which assist those needing transportation or to overcome other barriers in order to access health care services.
- 8) Support for complementary medicine programs, services and activities (such as massage therapy, holistic healing, etc.).
- 9) Conduct of and/or support for wellness, nutrition, health management and environmental health programs and services.
- 10) Support of education and training programs for physicians, nurses and medical technical professionals.
- 11) Support for emergency medical response and ambulance services.
- 12) Support for home companion/housekeeper and other social welfare programs for elderly, disabled, mentally challenged.
- 13) Support for and conduct of regional community health policy, planning and strategic direction, including bringing together of diverse community elements (government, health

care providers, health plans, consumer groups) to identify issues/problems, develop strategies/solutions and implement strategies/solutions.

14) Support for programs to address family violence and other similar situations leading to injury, death and mental illness.

15) Support for programs and services addressing oral health care needs of the community.

/